

Mr. Dutcher,

This letter serves as a follow up to the meeting held on October 15, 2012 where you personally met with Mr. Dockum and me for the better part of an hour to discuss the allegations of multiple policy and ethics violations committed by you as presented to the board by several hundred petitioners within the Johnston Community School District. At the conclusion of that meeting both Mr. Dockum and I believed you understood that in lieu of addressing these allegations publically you would, in the future, comply with district policy and ethics outlined by the Iowa Association of School Boards (IASB) .

However, your recent actions through email and comments on the DM Register website indicate that you have not abided by board policy or the Code of Ethics set forth by the IASB.

On January 12, 2013 and days following you posted comments on the website of the Des Moines Register article titled, "Horror Clip Shown in Class Riles Johnston Parent"

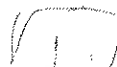
Those comments include but are not limited to the following:

- "The policies were "rushed through" a largely complacent board."
- "I am thoroughly disappointed in how the board and administration have handled this matter, and I deeply regret the trauma this has caused the Gomez family and the families of other students in the offending teacher's classroom. "
- "On behalf of the district, I'd like to express my sincere apology to the Gomez family and the families of other students in our district who were affected by this incident. You deserve better!"
- "policies administrators don't seem to be enforcing anyway"
- "the teacher received a written reprimand"
- Other comments addressing the shortcomings of administration, staff and the board of education.

Each of these comments is in direct violation of district policy 202.1.1 "Directors' Code of Conduct":

Item 3B: Board members' interaction with public, media or other entities must recognize this limitation and the inability of any Board members to speak for the Board or school administration except to repeat explicitly stated Board decisions.

Item 3C: Board members will not publically make or express individual negative judgments about the Superintendant, staff performance or other board members.



Item 4: Board members must maintain the confidentiality appropriate to issues discussed in closed session or those issues deemed confidential by law.

In addition to the various policy violations noted above, it is clear that you have violated numerous directives of the IASB Code of Ethics as well as district Policy 202.1 "Board of Directors' Code of Ethics" that board members should:

- Maintain the confidentiality of privileged information.
- Make no disparaging remarks, in or out of the board meeting, about other members of the board or their opinions.
- Recognize that authority rests with the board in legal session, and not with individual members of the board, except as authorized by law.
- Refrain from discussing the confidential business of the board in my home, on the street, or in my office; the place for such discussion being the school board meeting.
- Function, in meeting the legal responsibility that is mine, as a part of a legislative, policy-forming body, not as an administrative officer.

You have previously made public statements about both current and former board members, administrators and staff for being guilty of criminal activity, cover up, collusion and conspiracy. As stated in a public meeting by a senior member of the State of Iowa Auditors' office, all of those allegations were unfounded and without merit.

You have filed ethics charges against four sitting members of this board, all of which were unfounded and without merit as stated in a public meeting by the Chair of the State of Iowa Ethics & Campaign Disclosure Board.

The officers of this board feel that we cannot allow your continuous blatant violations of policy and your lack of ethics to continue.

We as a board have much work to do, and our public expects us to handle ourselves in a professional manner worthy of our elected positions. Our expectation going forward is that you will abide by the policies of this board and the IASB Code of Ethics, working with the board and administrative team in a respectful manner allowing our administration and staff to do their jobs without interference.